



STATE OF ALABAMA  
DEPARTMENT OF MENTAL HEALTH  
BRYCE HOSPITAL  
1651 RUBY TYLER PARKWAY  
TUSCALOOSA, AL 35404  
205-507-8000  
WWW.MH.ALABAMA.GOV



Kay Ivey  
Governor

Kimberly G. Boswell  
Commissioner

Audrey McShan  
Facility Director

## EMPLOYMENT OPPORTUNITY

<b>JOB TITLE:</b>	Registered Nurse IV (ADON – Recovery Care)	<b>OPEN DATE:</b>	5/19/2023
		<b>CLOSE DATE:</b>	Until Filled
<b>JOB LOCATION:</b>	Bryce Hospital Tuscaloosa, Alabama	<b>NUMBER:</b>	23-13
		<b>JOB CODE:</b>	N5000

### SALARY

- Minimum Starting Salary: **\$70,491.20**  
*Includes Minimum Base Pay of \$66,331.20 with additional \$2.00 per hour MH Direct Care Premium Pay.*
- Minimum Salary will be commensurate with experience. Limitations apply to current State employees.

### BENEFITS

- 12 paid holidays.
- 1 personal leave day accrued each January.
- 13 sick leave days.
- 13 annual leave days accrued in the first year of employment.
- Longevity bonus annually after 5 years of employment.
- Continuous opportunities for acquiring CEU's needed for maintaining professional license.
- Very low-cost health and dental insurance through the [Alabama State Employee Insurance Board](#).
- Defined retirement benefit (not impacted by economic downturns) and a pre-retirement death benefit through the [Retirement Systems of Alabama](#).
  - After 1 year, the minimum amount of the pre-retirement death benefit paid to your designated beneficiary is at least equal to your current or previous fiscal year annual salary.

### MINIMUM QUALIFICATIONS

- Graduation from an accredited school of nursing and six (6) years' experience as a Registered Nurse, including three (3) years' experience in a supervisory capacity.  
**OR**
- Bachelor's degree in nursing and five (5) years' experience as a Registered Nurse, including three (3) years' experience in a supervisory or administrative capacity.  
**OR**
- Master's degree in nursing, including three (3) years' experience in the mental health field.

### SPECIAL REQUIREMENTS

- Possession of a current certificate of registration to practice nursing as issued by the Alabama Board of Nursing.



## **KIND OF WORK**

- Functions as the Assistant Director of Nursing for the Recovery Care Program as well as assume the role of Director of Nursing Services in the absence of same.
- Monitors and evaluates the delivery of patient care to ensure appropriate, effective, and efficient treatment services are provided to meet patient care needs.
- Directs, assists, and monitors Unit Nursing personnel on all three shifts and conducts communication meetings to address staffing issues and unit conditions and expectations.
- Participates in the development of nursing personnel.
- Monitors and schedules the utilization of available staffing resources to provide essential care without increased overtime.
- Recommends and/or initiates disciplinary actions and commendations.
- Actively participates in hospital and Nursing Department committee meetings and in-services.
- Communicates pertinent information verbally and by written reports.
- Develops and implements quality improvement monitoring.
- Provides supervision, guidance, and appropriate delegation for unit nursing personnel.
- Ensures treatment plans are written in an individualized, patient-specific manner and are updated as needed.

## **REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge, skills, and ability to recognize medical and psychiatric emergencies.
- Ability to communicate effectively, verbally and in writing.
- Ability to interact with various types of people in delicate, frustrating, or tense situations.
- Ability to make independent decisions and take moderate risks in situations not covered by existing procedures.
- Ability to provide care utilizing nursing processes, standards of care, and nursing plans of care.
- Ability to supervise the work of others.
- Ability to evaluate the effectiveness of treatment and training programs and establish priorities.

## **METHOD OF SELECTION**

- Applicants will be rated based on an evaluation of their job-related training, abilities, experience, and education, and should provide adequate work history identifying experiences related to the duties and minimum qualifications as mentioned above.
- All relevant information is subject to verification.
- **Drug screening and security clearances will be conducted on prospective applicants being given serious consideration for employment whose job requires direct contact with patients.**

[Click Here to Apply Now:](https://laserfiche.alabama.gov/Forms/ADMH-Job-Application)

<https://laserfiche.alabama.gov/Forms/ADMH-Job-Application>

**Only work experience detailed on the application will be considered.** Applications should be submitted by the deadline to be considered. Announcements open until filled will remain open until a sufficient applicant pool is obtained. Applications should be submitted as soon as possible to ensure the application will be considered for the position. Copies of License/Certifications should be uploaded with your application. A copy of the academic transcript is required. Appointment of successful candidate will be conditional based on receipt of the official transcript provided by the school, college, or university.

**EQUAL OPPORTUNITY EMPLOYER**